10TH ANNUAL SIOP LEADING EDGE CONSORTIUM

SUCCESSION STRATEGIES:
Building Your Leadership Bench

October 17–18, 2014 • Loews Chicago O'Hare

LEC Organizing Committee Members

Elaine Pulakos, PDRI, a CEB Company - Chair
Eric Braverman, Merck
Alexis Fink, Intel Corporation
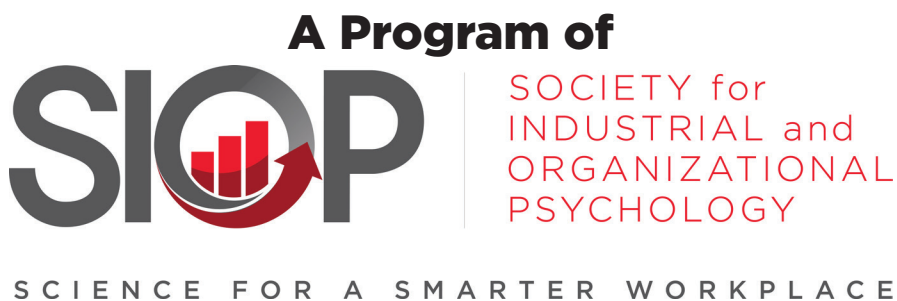Alberto Galue, Baylor Scott & White Health
Arlene Green, PepsiCo
William Shepherd, The Wendy's Company
Paul Yost, Seattle Pacific University

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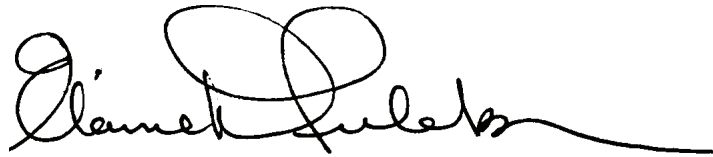| Luncheon Partner	Lanyard Partner	Evaluation Partner
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Dine Around Presented by CEB

Thanks to the generous sponsorship of CEB, this year's LEC features a progressive dinner at three restaurants in downtown Chicago. It offers a unique, fun, and exciting way to experience different restaurants, network with colleagues, and tour Chicago. Guests enjoy hors d'oeuvres at the first restaurant, the main course at a second restaurant, and dessert at a third.

From the Consortium Chair

Welcome to Chicago and the 10th Annual SIOP Leading Edge Consortium. This event promises to continue the consortium's fine tradition of high-quality and innovative programming in an environment especially suited for interaction.

This year we are pleased to present expert advice from top business leaders and scholars on succession management. I want to thank them for sharing their time and expertise with us. I would also like to thank you, the attendees, for sharing this experience.

A special thank you goes to the organizing committee: Eric Braverman, Alexis Fink, Alberto Galue, Arlene Green, Will Shepherd, and Paul Yost. Their help in planning this event was invaluable. Finally, I would like to thank our sponsors for making this wonderful event a reality. I hope you will find this LEC to be entertaining and stimulating, as well as educational.

Elaine D. Pulakos
Leading Edge Consortium Chair

To access the presentation materials, log in to http://www.siop.org/lecresources
Full speaker bios are available at http://www.siop.org/lec/2014/speakerlist.aspx

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What Is SIOP?

The Society for Industrial and Organizational Psychology (SIOP) is an international professional organization with an annual membership of more than 8,000 industrial-organizational (I-O) psychologists. SIOP's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of I-O psychology. The Society provides a platform for scientists, academics, consultants, and practitioners to collaborate, implement, and evaluate cutting-edge solutions to workplace challenges.

Industrial-organizational psychology is the scientific study of working and the application of that science to workplace issues facing individuals, teams, and organizations. The scientific method is applied to investigate issues of critical relevance to individuals, businesses, and society, such as testing and assessment, staffing, performance management, employee stress and well-being, teamwork, organizational development and change management, work-life balance, and leadership. Through these efforts, I-O psychologists advance the science of work, leading to smarter and more innovative evidence-based HR and organizational tools and solutions. For more information about SIOP and I-O psychology, visit www.siop.org.

4:00 – 8:30 PM Registration – Grand Foyer

7:30 – 9:00 PM Welcome Reception – Louvre Ballroom 1-2, presented by HumRRO

Friday, October 17

7:00 – 9:00 AM Registration – Grand Foyer

7:30 – 8:30 AM Continental Breakfast – Grand Foyer

8:30 – 12:15 PM Morning Session – Guggenheim Ballroom 1-2

8:30 – 9:00 AM Welcome and Introduction
 LEC Chair Elaine Pulakos, PDRI, a CEB company

9:00 – 9:45 AM Keynote Address: Marc Effron, President, Talent Strategy Group

Science. Simplicity. Potential. Us.

We hold the power to create tremendously successful organizations overflowing with high quality talent. However, if CEOs and boards are to be believed, our efforts are falling short of that mark. What's our accountability to fill organizations with great talent and the surest path to get there?
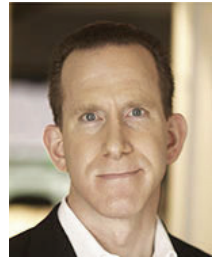
9:45 – 10:45 AM Planning: The Strategy Session
The Strategy Session will include stories from three organizations about how they linked their succession strategies to their business strategies. Discussion will include how to involve and gain sponsorship from senior stakeholders and how to link it to strategic workforce planning and other talent management processes.

- Kelly Burke, Payless Shoes
- Timothy Murphy, TE Connectivity
- Caroline Pike, Ascension Health

10:45 – 11:15 AM Break – Grand Foyer

11:15 – 12:15 PM Planning: Designing the Process
An organization's vision, strategies, and culture help guide the design of a succession management system that will successfully identify and develop its future leaders. This session explores some key decisions and the consequences of the decisions that need to be addressed when designing and implementing a high-impact program. We will begin with the introduction of 7 topic areas that will be addressed in breakouts with expert facilitators (15 minutes). The remainder of the time will be spent in small group facilitated sessions.

- Alberto Galue, Baylor Scott & White Health
- Alexis Fink, Intel

Expert Facilitators

Simon Bartle, Genworth	Matt Dreyer, Prudential
Mariangela Battista, XL Group	Eric Elder, Corning
Mike Benson, Johnson & Johnson	Jana Fallon, Prudential
Paul Bly Thompson, Reuters	Mike Fitzgerald, TRW
Sarah Brock, Johnson & Johnson	Vicki Flaherty, IBM
Kevin Cook, DDI	Elizabeth Kolmstetter, USAID
Sandra Davis, MDA Leadership	Jean Martin, CEB
Erika D'Egidio, BMS	Kim Stepanski, Pfizer
Erica Desrosiers, Walmart	Anna Marie Valerio, Executive Leadership
Michelle Donovan, Google	Strategies

12:15 – 1:15 PM Lunch – Louvre Ballroom 1-2, presented by Camden Delta

1:15 – 5:15 PM Afternoon Session – Guggenheim Ballroom 1-2

1:15 – 2:00 PM Continuation of Designing the Process – Second round.
Attendees participate in one of 17 discussion groups – Guggenheim 3, Louvre 3

2:00 – 2:45 PM Continuation of Designing the Process – Third round.
Attendees participate in one of 17 discussion groups – Guggenheim 3, Louvre 3

2:45 – 3:15 PM Break – Grand Foyer

3:15 – 5:00 PM Talent Identification
This session will focus on strategies used to identify high potential talent, and the benefits and drawbacks of these approaches. Discussion will also include considerations in sharing employee talent designations and the implications of talent identification strategies on bench building, employee development, and company culture.

- Joy Hazucha, Kornferry/PDI
- Matt Paese, DDI
- Nancy Tippins, SHL/CEB
- Rodney Warrenfeltz, Hogan Assessments
- Allan Church, PepsiCo, Discussant

5:00 – 5:05 PM Review of Evening Activities – Elaine Pulakos, PDRI, a CEB company

5:05 - 6:00 PM General Reception - Louvre 1-2

6:00 – 9:30 PM Networking Event – Progressive Dinner in Downtown Chicago
Presented by CEB (Optional event – additional fee)

7:30 – 8:30 AM Registration/Help Desk – Grand Foyer

7:30 – 8:30 AM Continental Breakfast – Louvre Ballroom 1-2

8:30 – 12:00 PM Morning Session – Guggenheim 1-2

8:30 – 8:45 AM Welcome – Elaine Pulakos, LEC Chair, PDRI, a CEB company

8:45 – 10:15 AM Developing Leaders
Panelists will share practical ideas that participants can use to enhance their succession planning and high-potential programs. The emphasis will be on practical, low-cost, evidence-based ideas that practitioners can begin using immediately. Challenges and lessons learned along the way will also be discussed.

- Cindy McCauley, Center for Creative Leadership
- Jeff McHenry, Rainer Leadership Solutions
- Brad Borland, Kelly Services
- Mary Mannion Plunkett, Carlson
- Vicki Tardino, Boeing

10:15 – 10:45 AM Break – Grand Foyer

10:45 – 12:00 PM Evaluating Succession Management
Session will focus on key questions and metrics as well as alignment to your overall talent management program. Presentations will discuss how to match metrics to your organization's level of succession management maturity and how to incorporate metrics into a succession management story for senior management.

- Bill Redmon, Bechtel
- Cara Lundquist, Lockheed Martin
- Alexis Fink, Intel

12:00 – 1:00 PM Lunch, Presentation of HRM Impact Awards – Louvre Ballroom 1-2

1:00 – 3:00 PM Afternoon Session – Guggenheim 1-2

1:00 – 2:00 PM Closing Keynote Address – Morgan McCall, University of Southern California

Ready Now, Ready Later, Never Ready: Why Succession Planning Falls Short on Development (and What Might Be Done About It)

Experience drives leadership development and succession planning is one process that influences who gets what experience. But our great developer bosses tell us that HR programs and processes frequently get in the way of development. What's going on here and what can be done to make succession planning more developmental?

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2:00 – 2:50 PM Summary
Perspectives on the conference and what's most important for the future.

- Eric Elder, Corning – Succession Management
- Cindy McCauley, Center for Creative Leadership – Development
- Allan Church, PepsiCo – Identification

2:50 – 3:00 PM Closing Remarks – Elaine Pulakos, PDRI, a CEB company

Thank you for attending the 2014 Leading Edge Consortium!

Those of you seeking CE credit, be sure to sign out before leaving.

Join us October 2-3 in Boston at the Renaissance Boston Waterfront Hotel for the 2015 Leading Edge Consortium!

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